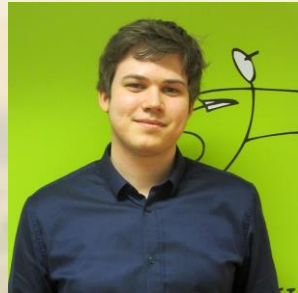




moveIT

Agile - mind the gap!

6 JUNE | Stefan de Cap & Tijs Hillewaert



MIND THE GAP -



MIND THE GAP

Indifference

Anxiety

Confusion

Resistance

Lost

Confusion



- What is happening?
- What is the advantage?
- Why are we doing this?

Confusion





Confusion

- Different interpretations
- Opposite ideas
- Different end states
- "Management does not know what it is doing"

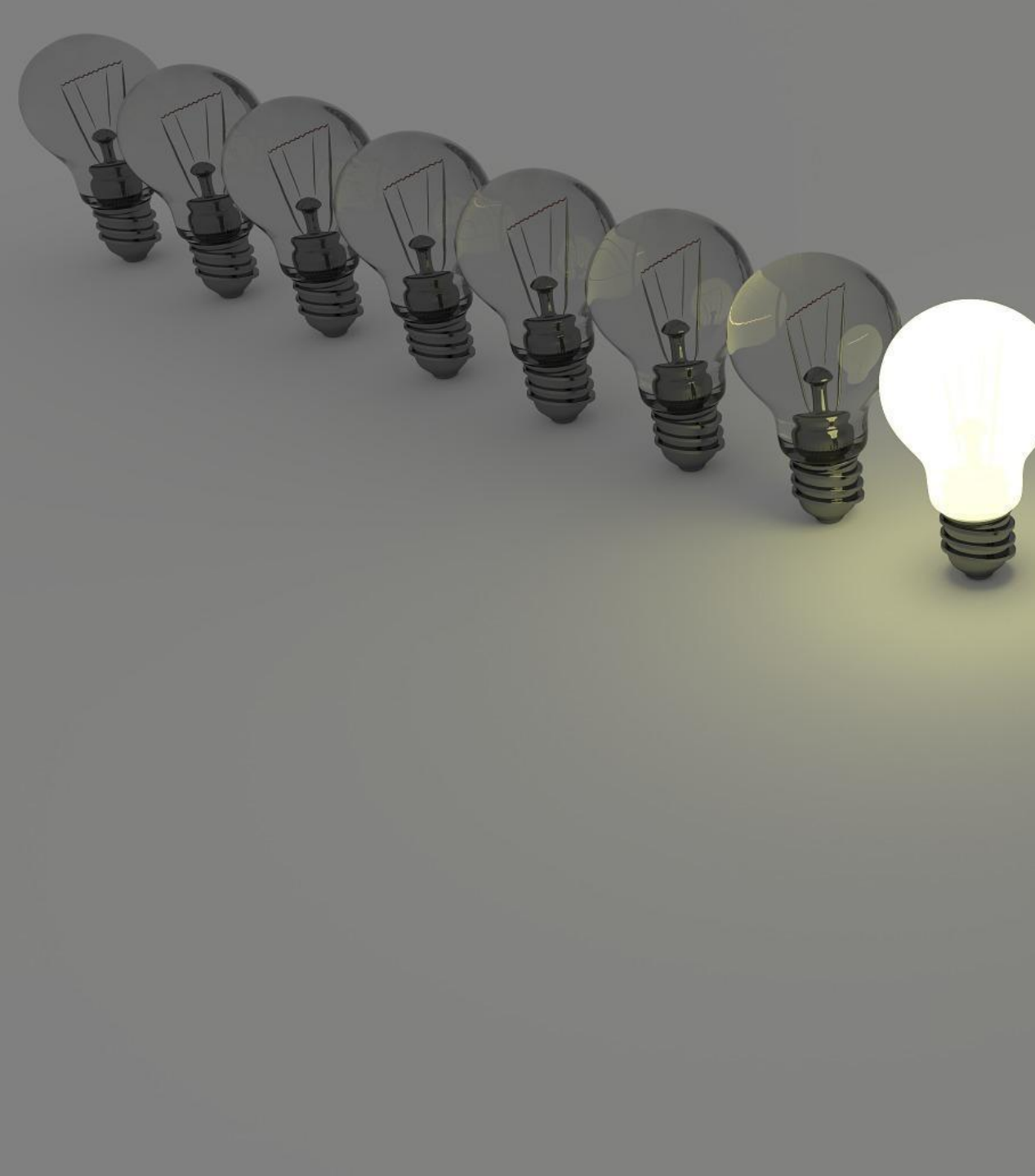


- What is our benefit?

- Which problem do we solve?

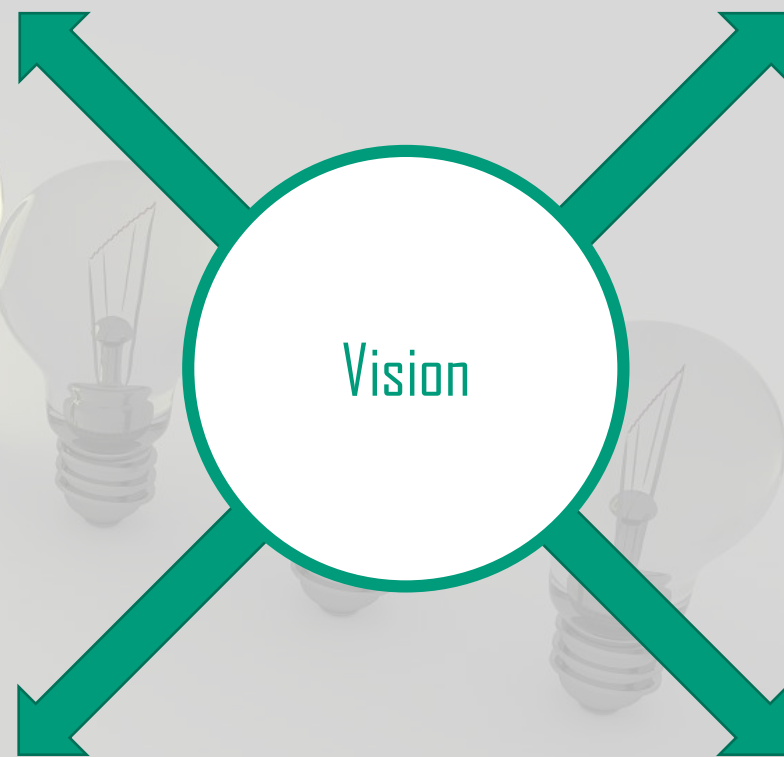
- Sense of urgency

Vision



Faster Delivery

Better Software



Vision

More Profit

Happier Customers



Vision

“By mid **2020**
we want to be **recognized by our customers**
as a company which is able to provide solutions
following the **fast changing** market trends”

MIND THE GAP

Indifference

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Vision

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MIND THE GAP

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Indifference





- Grumbling
- Indifference
- No energy to overcome obstacles

Indifference

Does management still **care** about us?





Leadership

- Agile leaders
- Communicate the vision
- Culture of experimentation and learning
- Align the organization

MIND THE GAP

Leadership

Anxiety

Vision

Resistance

Lost

MIND THE GAP

Leadership

Anxiety

Vision

Resistance

Lost

Anxiety



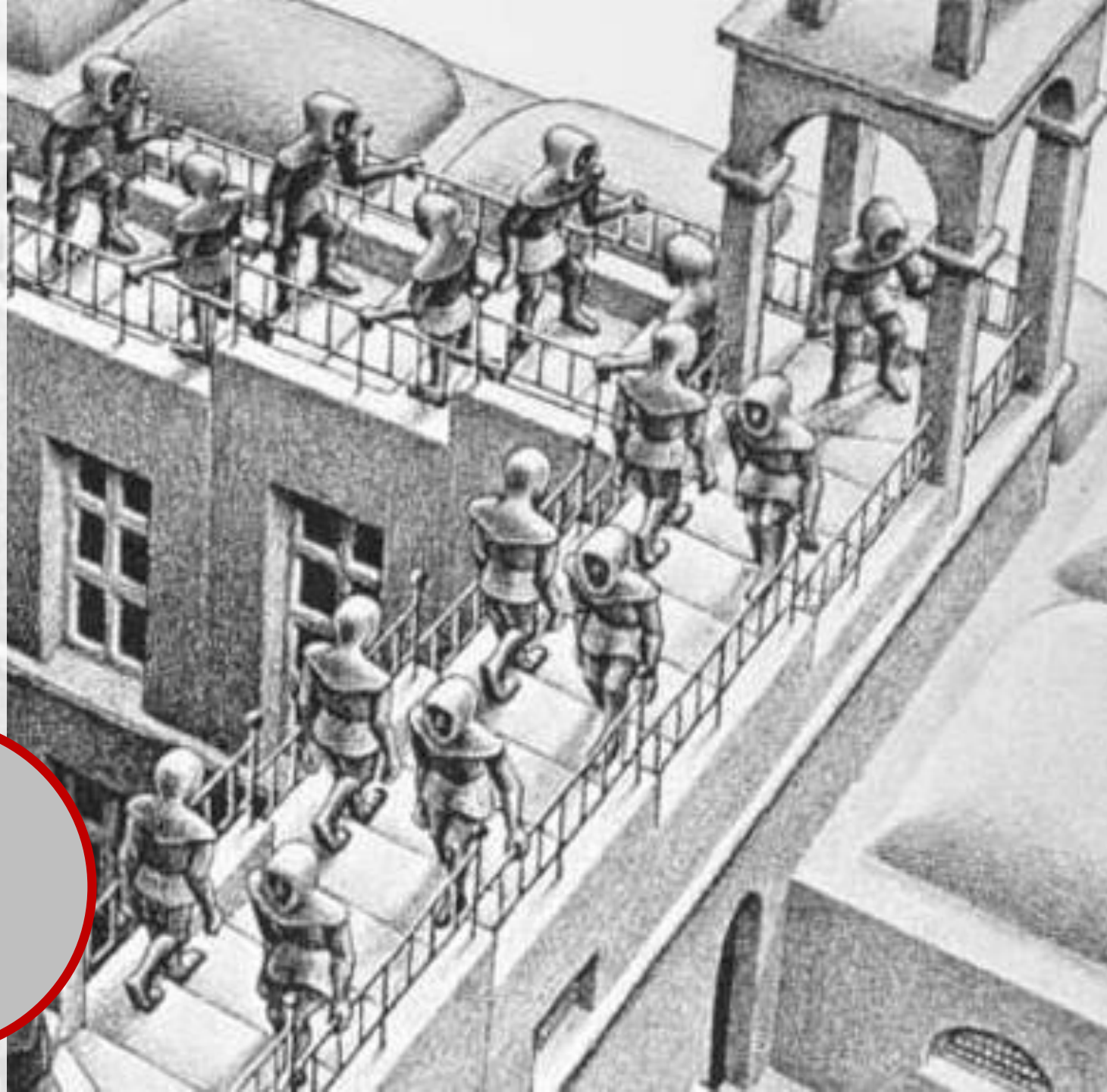
You are not capable to do it ●

No training ●

Management sounds unreasonable ●

Where is my role ●

Anxiety



Training ●

Give people time to train ●

New job descriptions ●

Use your experienced employees ●

Skills



MIND THE GAP

Leadership

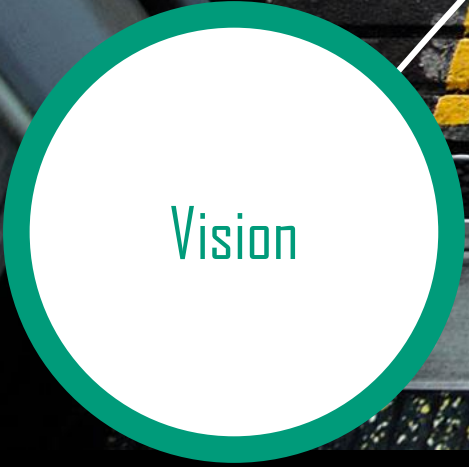
Skills

Vision

Resistance

Lost

MIND THE GAP



Resistance





Resistance

- Status Quo is fine
- Losing my job
- Losing control
- Losing authority



Respect

- Trust
- Safe environment
- Retrospectives

MIND THE GAP

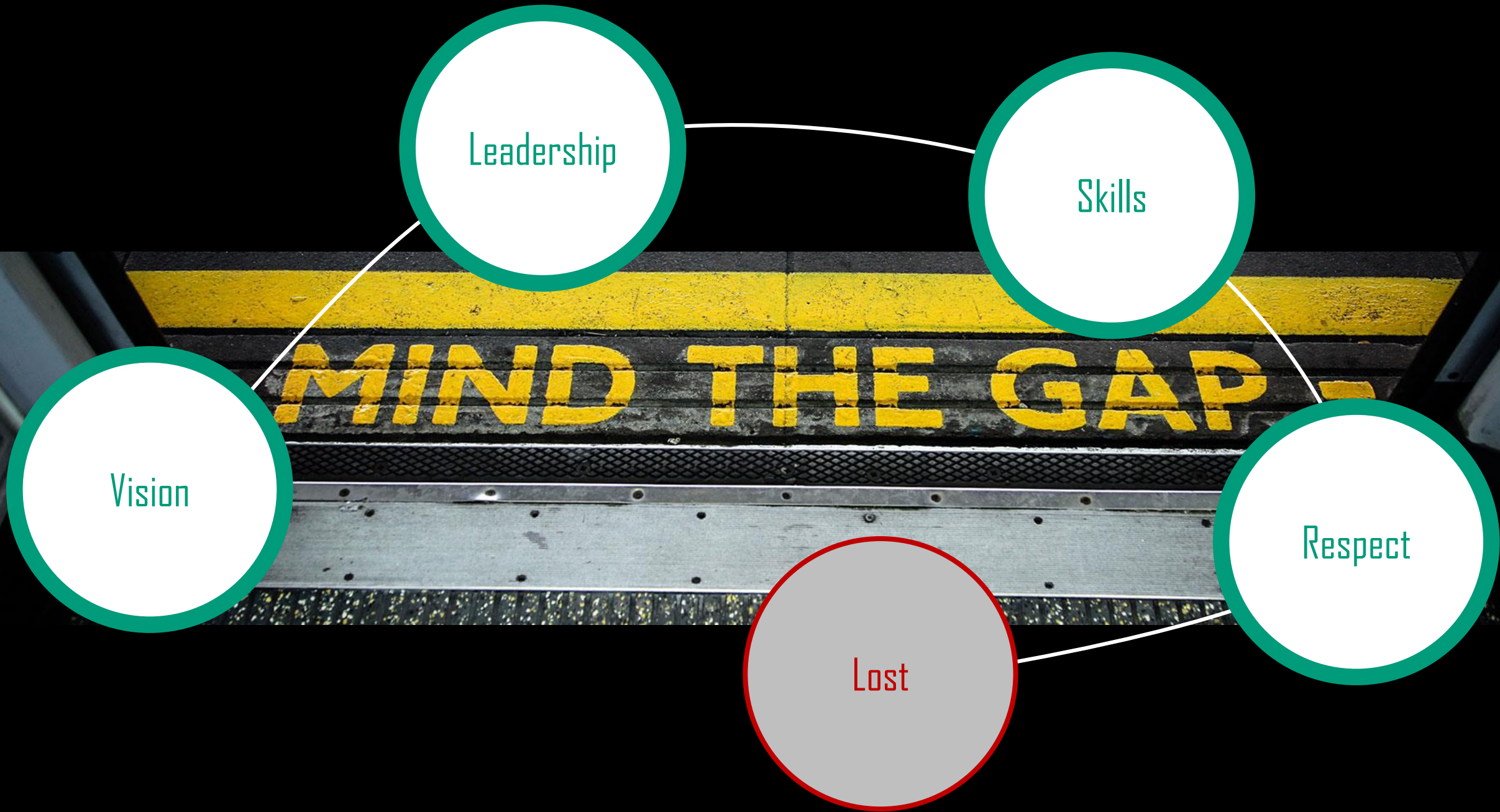
Leadership

Skills

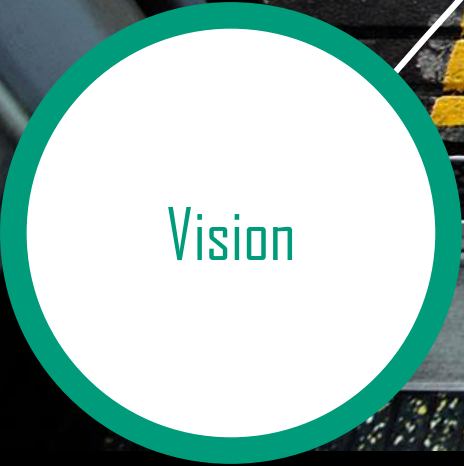
Vision

Respect

Lost



MIND THE GAP





Lost



Lost

- Ongoing work but in which direction?
- Is management committed to the change?



Action Plan

- Good gap analysis

- Implementation roadmap



INNOVATORS

- Adventurous
- Love uncertainty
- Embrace risks



THE MAJORITY

- Cautious
- Do not like uncertainty
- Not risk tolerant
- Don't want to fail
- Want to see evidence

MIND THE GAP

